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It is suggested that the question be approached in this manner:

- a. Set up a temporary committee to work full time on the solution of the problem of each individual. While, perhaps, the committee may later recommend drastic changes, it would work within the present framework of each office in order to meet the need for immediate action in these cases and particularly of the draft eligibles. In the interest of saving time, it should be given power to cut red tape wherever possible.
- b. A prime objective would be to seek immediately the cooperation, patience, and good will of the disillusioned and disaffected individual. A statement of purpose would be put out by the Inspector General.
- c. I would be in favor of forming the "representative group" referred to and also of having a meeting of all those who are affected. They should be made to realize it will take time to put this part of the house in order but that special recognition of their dilemma has been taken and action is being initiated.
- d. The files of all individuals would be brought together in one place for study.
- e. Each person would be brought in for interview, after which he would present a signed statement of his case which would be used only for the purposes of the committee and would not be included in his personnel jacket without his written permission.
- f. Cases would be taken up in the order of the urgency of their draft problem.

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g. An up-to-the-minute report on his duties and the quality of his performance, together with some statement of the characteristics and abilities of the man would be given by his supervisor with the knowledge that it would be checked for completeness and accuracy. The report and statement would be required immediately and would be forwarded through the office head.

h. When appropriate, discussions with his supervisor would be held.

i. Each case would be handled on its merits. It is assumed that all the resources of the Agency would be made available to the committee in such matters as arranging draft deferments or even possibly working out military credit for hazardous work.

j. After all possibilities had been studied and a solution worked out with which the subject would concur, a written recommendation would be forwarded to the Inspector General or the Personnel Director for action.

k. This action might fall in one of the following categories, among others:

- (1) special arrangements on draft status
- (2) increased responsibilities in present job
- (3) placement in a new job
- (4) additional training either in his own office, as an OCS candidate, as a JO Trainee, or in an external facility

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(5) a definite pattern for career service covering several years' activity

(6) request for resignation

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